



Amnesty International members only

2021 Global Assembly Meeting Internationally Elected Positions: Call for People

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To: Amnesty International entities
From: International Nominations Committee
Date: 16 February 2021

PURPOSE STATEMENT

This document includes information on nominating candidates for internationally elected governance positions and sets out the process for submitting nominations for those positions.

DISTRIBUTION

This is an internal document which is being sent to all Amnesty International entities.

RECOMMENDED ACTIONS

Please share within your entity as appropriate.

The International Nominations Committee (INC) needs your help and continued support to identify suitably qualified candidates and secure their nominations to serve in Amnesty International's global governance. Many eligible candidates may not be aware of these opportunities.

We encourage you to engage your networks – both personal and professional – to help us find the right people. They may be trusted and supportive colleagues, members, partners, peers, former and/ or current Board members and other people with outstanding capabilities whom you are connected to. Please reach out, connect, encourage, and enable. We look forward to receiving your nominations.

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LETTER FROM THE INTERNATIONAL NOMINATIONS COMMITTEE

Dear Friends,

The effects of the ongoing Covid-19 pandemic have underlined the importance of a well-governed organization. We have seen how people turn to their organizational leadership during a crisis to act decisively and with purpose and to serve as role models for protecting people's health and safety. As the body responsible for finding the movement's next set of global governance leaders, the INC is constantly paying close attention to the demands and challenges required of our governing bodies, both now and in the future. That being said, the current crisis is uncharted terrain for us all.

2021 will be a defining year for Amnesty International in many respects. The Global Assembly (GA) will adopt a new organizational strategy while assessing the crisis's strategic implications. We will need leaders with the foresight and seasoned judgment to move quickly to implement the strategy while following good governance practices and displaying the behaviours and principles practiced by the best leaders. The International Board will also be responsible for guiding and supporting the new Secretary General in her operational leadership of the movement.

The INC would like to emphasize how important it is to build teams made up of talented, strong and committed members who are able to make good decisions to ensure financial stability as well as set a solid course for recovery and growth. It will be paramount for our leadership to align the whole organization around its mission and work together collaboratively while demonstrating collective accountability in the next governance cycle.

The current crisis has also shed light on the vital importance of a diverse and inclusive Board. Bringing together a group with a breadth of experience, key competencies and a range of ages, regional diversities, genders and backgrounds will enable our governance to address the challenges we face from different perspectives. A diverse Board is more than the diverse representation of its members, it is about creating a culture where everyone feels empowered to contribute their ideas. Embracing diversity of thought is essential for innovation as we prepare for a return to "normal" business operations once the current crisis subsides.

Since the last GA Meeting, the INC has reviewed and identified the core competencies and diversities needed on our governing bodies and the gaps that need to be filled. We have highlighted our key findings in this document and will share our full gaps analysis with the movement very soon.

We are pleased to announce that online elections will be held in August 2021 for the following leadership positions:

- International Board (4 vacancies)
- Global Assembly Preparatory Committee (4 vacancies: 1 Chair + 3 members)
- International Nominations Committee (3 vacancies)

We hope our guidance will assist you in your search for candidates at the local, national and regional levels. A summarized version of the role and person descriptions for each vacancy can be found on pages 10-13. To apply, you will need to complete the nominations form on page 14. Information about the nominations process including detailed role and person descriptions is available on the [Global Assembly 2021 website here](#). If you are unable to find what you need or have difficulty accessing the site please contact committees@amnesty.org.

1. Recommendations for finding the right candidates

We encourage you to use your personal and professional networks, membership circles and national nominations committees to reach out to the very best candidates within and outside the movement. Part of the INC's work between now and the nominations deadline on **14 May** is to help Amnesty International entities identify qualified candidates. If you would like to speak to us informally to check whether your or any candidates you are thinking of nominating meet the essential criteria for the role(s) please email the INC via: committees@amnesty.org.

Our overall recommendation is to look for a diverse range of highly qualified candidates who meet the main criteria needed for the various roles. Below you will find our specific recommendations on the competencies and diversities that we believe are most needed on our global governance bodies this year.

1. The International Board

International Board members are collectively responsible for the fulfilment of Amnesty International's mission and vision and for ensuring compliance with its global policies and standards – the Statute and Global Governance Regulations. The International Board is also responsible for hiring and evaluating the performance of the Secretary General and providing oversight of the International Secretariat's operations as well as fiduciary oversight of the budget.

Our analysis shows that the next International Board will need expertise in the following areas:

- Global governance in other international organizations (four people)
- Strategic leadership, vision and change (two people)
- Growth and activism (two people)
- Fundraising (one person)
- Finance (one person)
- Human resources and organizational development (one person)

We recommend finding candidates with strong leadership and governance experience, including at the international level. This is especially important this year as the new International Board will have to elect a Chair and Vice-Chair from its number when both the current Chair and Vice-Chair's terms of office end in 2021.

Other key competencies required are finding candidates with a good understanding of financial accountability and fundraising. We believe steering the organization's health and

well-being agenda alongside the new strategy during the post-Covid recovery phase will continue to be a priority for the movement. We therefore believe that securing board-level human resource expertise will be an asset. We anticipate candidates will have expertise in one or two of these areas.

In terms of regional diversity, we recommend giving priority to candidates from Africa, Europe and the Middle East. Knowledge of French is also desirable. To encourage geographical diversity Amnesty International's Statute states that there cannot be more than one elected member from any country on the International Board. There are currently Board members from **Malaysia, Mexico, New Zealand, Philippines** and the **USA**. Interested individuals resident in any of these five countries are therefore not eligible to apply and will not be considered as part of the application process this year.

2. The Global Assembly Preparatory Committee

The Chair of the GA and the Preparatory Committee (PrepCom) is responsible for presiding over the GA and setting a clear direction so the GA can achieve its aims in accordance with the organization's vision, mission and purpose. The Chair also leads the work of PrepCom which is responsible for developing strategic meeting agendas and creating an environment that supports a democratic, participatory and effective decision-making process.

- a) **The elected Global Assembly and Preparatory Committee Chair** must be an excellent, inclusive and culturally sensitive communicator and experienced Chair/ facilitator, with demonstrable strategic leadership and governance experience at an international level, preferably within Amnesty International.

We recommend looking for candidates in line with the above description. An added asset would be knowledge of French or Spanish in addition to English.

- b) **The elected Global Assembly Preparatory Committee (PrepCom) members** should have many of the same competencies as the Chair including governance experience, movement awareness, relationship management and capacity building.

We recommend looking for candidates with strong communication and stakeholder management skills and a proven ability to establish effective working relationships, build trust and empower participation in decision-making.

All the positions on PrepCom will be elected this year. This is because elections were postponed last year due to the Covid outbreak and a need to ensure business continuity for the GA. Thus, we recommend you look for candidates in line with the description above and the attached role and person description.

Candidates may come from a variety of professional backgrounds across both non-profit and commercial sectors. We encourage candidates with regional and gender diversity. Knowledge of either French or Spanish would be an asset in this role. To ensure sufficient continuity on PrepCom we would like to encourage candidates with previous experience

on this committee to apply.

3. The International Nominations Committee

The International Nominations Committee (INC) is collectively responsible for finding and assessing qualified candidates for internationally elected governance positions and ensuring there is a balanced composition of skills, competencies and diversity.

The elected INC members should have recruitment experience, knowledge of good governance practices preferably in international non-governmental organizations (INGOs) and be familiar with Amnesty International's governance structure. Access to relevant networks and communications experience is desirable.

We recommend looking for candidates with experience of professional recruitment and substantial governance experience. They should also be an effective networker.

We recommend age diversity and are looking for a youth representative with experience of international youth work in Amnesty International and/or beyond. We also encourage gender diversity and candidates from Asia, the Middle East and the Americas. Knowledge of French is also an asset.

2. Explaining our recommendations

Competencies

Each governing body requires a different mix of individuals with specific skills and knowledge. Whenever a vacancy arises, the INC considers which core competencies and diversities are needed to fill any gaps. This will often mean replacing a departing International Board or Committee member with someone who has similar experience. In some cases, it can also mean attracting candidates with new competencies in line with Amnesty International's changing strategic priorities.

During the current elections cycle the INC has developed a "Model International Board" and "Model Committee" frameworks to identify the range and best combination of competencies needed on each body. The INC has also sought input from the International Board and Committee Chairs to advise on the competencies they believe are necessary. By comparing the competencies of continuing members to those on the Model Board or relevant Model Committee frameworks, the INC is able to identify new opportunities to fill these roles. We will share our gaps analysis with you in a forthcoming paper. The results from this exercise have informed our recommendations above.

Diversity

When vacancies arise the INC also considers ways it can attract and recruit diverse candidates into our governance. We are fully committed to helping fulfill the movement's call to strengthen diversity as emphasized in various international governance decisions. Candidates are encouraged to self-identify on any of our diversity measures. The INC is

specifically tasked by the movement to ensure diversity of gender and age and to provide regional balance. This explains why our recommendations are limited to these three areas in addition to knowledge of languages. We fully recognize that diversity transcends gender, age and region and we will include other aspects of self-identified diversity characteristics in our Nominations Report where it is voluntarily provided. We know that the work of Amnesty International is enriched by various perspectives, cultures and backgrounds which are reflected in the current composition of the International Board and international Committees.

We recommend you search for highly competent and diverse candidates and encourage you to do so both in your national governance and the search for candidates for international governance positions. Equality and diversity are Amnesty's core values. International Board and Committee members are expected to work collectively and individually to promote an inclusive and respectful approach to others. We welcome and encourage candidates from all backgrounds regardless of age, gender, ethnicity, sexuality, physical ability, faith or other elements of identity or educational and social background from all regions, both internal as well as external to the organization.

3. Assessing International Board and Committee candidates

The INC plays a key role in assessing candidates for internationally elected positions. The purpose of these assessments is to provide the electorate with high-quality information that will enable Standing Representatives elect teams of competent, diverse and suitably qualified members. The methods we will use to assess candidates this year include:

- A nominations form
- International Board and Committee gaps analysis tools
- Interviews
- Reference checks

We will share the INC's assessment of each candidate with the movement in the run up to the 2021 Global Assembly. All candidates nominated by the deadline will receive specific guidance and information about the assessment process.

4. How to stand for election

Candidates both inside and external to the organization are eligible to stand for election. To stand for elections candidates must meet the following requirements:

- They must complete the nominations form describing how their skills, knowledge and experience meet the requirements of the role they are applying for. Please see the attached nominations form (see [Appendix 1](#)).
- They must be nominated and endorsed by an Amnesty International entity, usually an Amnesty International section or national office.
- Their completed nominations form in English, French or Spanish must be submitted electronically to the Chair of the nominating entity before the nominations deadline.
- They must be a member of Amnesty International (or have joined by the first day of the Global Assembly meeting)
- If successfully elected, candidates must be prepared to immediately resign from any other

governance position they may hold in Amnesty International (see Global Governance Regulations 1.3.1, 2.1.3, 2.2.3, 2.4.3)

5. How to nominate candidates

Candidates for international governance positions can be nominated by an Amnesty International section, national office or the International Nominations Committee.

To nominate a candidate nominating entities must meet the following requirements:

- Endorse a candidate's nominations form with a supporting statement from the Chair of the nominating entity. Please see the attached nominations form for more information (see [Appendix 1](#))
- Confirm they have checked the candidate's references and that the candidate is a member of Amnesty International
- Send the candidate's completed nominations form electronically in English, French or Spanish to committees@amnesty.org by the nominations deadline
- Ensure a candidate's nominations form is submitted by the Chair of a nominating entity.

We kindly request that you ensure all nominations reach us by **14 May 2021**.

We stress that **an international governance position is not compatible with a governance position at the national level or a staff position of any kind** (so, for example, a section Chair cannot at the same time serve on PrepCom). If a candidate is elected to an international position they must immediately resign from any other Amnesty position.

Every candidate standing for election will be required to sign a declaration relating to their position stating they are aware of their roles and responsibilities and the duties vested in them by the organization.

A summary of all the nominations received by the deadline will be available on the Global Assembly Meeting 2021 website.

6. Campaigning and elections

To stand for election all candidates must meet the criteria outlined above.

Elections will take place according to [Amnesty International's Statute \(POL 20/1045/2019\)](#), the [Global Governance Regulations \(ORG 50/1044/2019\)](#) and the Governance Reform Transitional Plans (2017 ICM Decision 4, ORG 50/6931/2017).

The **INC Nominations Report** will be shared with the movement in **August 2021**. This report will provide the electorate with comprehensive coverage about all the candidates together with the INC's guidance and recommendations for the Global Assembly to consider.

Prior to the Global Assembly Meeting, candidates will be given an equal opportunity to present their views to the electorate. They will be invited to submit a **campaign video** in support of their candidacy to say why they wish to stand for election, what they hope to

achieve in the role and what makes them a good candidate.

In addition, the INC will be hosting **Meet the Candidate webinars** in **July and August 2021** to provide all Standing Representatives an opportunity to learn more about the individuals standing for election on the International Board and the Global Assembly Preparatory Committee. Information about these webinars will be circulated closer to the time. Recordings of these conversations will also be made available to members.

Successful candidates will take office from the day of the election. The results will be announced at the Global Assembly Meeting and communicated online. They will also be published in the Global Assembly Meeting report with the number of votes obtained.

The first meetings for new members successfully elected in 2021 will be communicated to candidates shortly after their election. Inductions will be arranged by the Governance Programme with the relevant Board and Committee Coordinator.

If you require any further information or have any questions, please contact us at any time via committees@amnesty.org.

With warm regards,

International Nominations Committee

Kristin Høgdahl (Chair), Samkelo Mokhine (Co-Chair), Barbara Lochbihler, Marjorie Vázquez, Guadalupe Rivas and Kristopher Newbauer.

INTERNATIONALLY ELECTED POSITIONS IN 2021

INTERNATIONAL BOARD

Nominations are invited for **FOUR members of the International Board**.

Term length: International Board members will serve a three-year term with a maximum of two consecutive terms.

About the role: All members of the International Board are collectively responsible for the fulfilment of Amnesty International's mission and vision and for ensuring compliance with its global policies and standards. They are also responsible for hiring and evaluating the performance of the Secretary General, providing oversight of the International Secretariat's operations and exercising fiduciary oversight of the budget. International Board members are responsible for both the governance of the International Secretariat and the Amnesty International movement.

Main responsibilities: These include but are not limited to:

- Responsibility for strategic leadership, accountability for managing institutional risks, whether financial, operational, reputational, environmental, sector-related, or legal
- Supporting the Secretary General and monitoring their performance
- Ensuring transparency and accountability and actively holding IS management to account for delivering the organization's strategy
- Reviewing organizational health indicators and performance information
- Preparing for, attending and conscientiously participating in International Board meetings either in-person or virtually. International Board members are also expected to commit time participating fully in one or more committees and attending ad hoc events such as section Annual General Meetings, Regional Forums, Committee meetings and the Global Assembly.

Competencies:

- Able to demonstrate experience and expertise in one or two out of ten areas listed on the INC's Model Board matrix. Areas particularly relevant in 2021 include: global governance in international organizations, strategic leadership, growth and activism, fundraising, finance and human resources and organizational development
- Demonstrates personal qualities such as a commitment to Amnesty's vision and mission, effective team member, good listener, respect for others and independent judgement
- Strong leadership skills, ability to motivate staff and enable management to excel without engaging in operational activities
- Time to conduct the role well and fluent command of English
- Brings diversity to the International Board in terms of gender, ethnicity, sexuality, physical ability, age or other elements of identity or background.

[Click here](#) to see a more detailed role and person description.

GLOBAL ASSEMBLY CHAIR

Nominations are invited for the **Chair of the Global Assembly and the Preparatory Committee**

Term length: The Chair of the Global Assembly (GA) will serve a two-year term with a maximum of three consecutive terms.

About the role: The Chair is responsible for presiding over the GA Meeting and ensuring the GA has clear direction and achieves its aims in accordance with the organization's vision, mission and purpose and in accordance with Amnesty International's Statute and Global Governance Regulations. Upon election, the GA Chair will automatically become the Chair of the GA Preparatory Committee (PrepCom). Collectively, PrepCom is responsible for enabling the GA to fulfil its role as the highest governing body of Amnesty International. Members are required to develop a strategic and future-focused GA Meeting agenda and create an environment to ensure a democratic, participatory and effective decision-making process at GA meetings.

Main responsibilities: These include but are not limited to:

- Presiding over the work of the GA by ensuring GA Meetings are run in accordance with the Global Governance Regulations (see in particular the Chair's Role (Regulation 6.1) and the GA Principles (Regulation 4.1))
- Ensuring the Code of Conduct for the GA Meeting and its processes are upheld
- Chairing PrepCom meetings effectively and efficiently and bringing impartiality and objectivity to the discussion and decision-making process
- Approving any GA Meeting papers and communications to be sent to the movement on behalf of PrepCom
- Fostering and maintaining constructive relationships across all governance bodies, with Standing representatives and International Secretariat staff
- Ensuring the provision of adequate capacity building for chairs at GA Meetings

Competencies:

- Relevant professional experience of chairing/ facilitating meetings and events in a culturally diverse setting both in-person and virtually
- Demonstrated leadership experience and strategic vision, able to motivate volunteers and staff and take clear decisions when needed
- Excellent communication skills, an active and empathetic listener in multi-cultural environments
- Proven ability to inspire, build trust, confidence and consensus amongst stakeholders and establish effective working relationships
- Ability to prioritize, remain neutral and impartial in discussions, show independent judgement
- Fluent command of English. The working language of PrepCom is English. Ability to work in other languages is also desirable, particularly French and Spanish.

[Click here](#) to see a more detailed role and person description.

PREPARATORY COMMITTEE

Nominations are invited for **THREE members of the Preparatory Committee (PrepCom)**

Term length: PrepCom members will serve a two-year term with a maximum of three consecutive terms. Terms will be staggered in 2021 so that members' terms do not all end in the same year. Newly elected members will serve either one- or two-year terms.

About the role: Collectively, PrepCom is responsible for enabling the Global Assembly (GA) to fulfil its role as the highest governing body of Amnesty International. Members are required to develop a strategic and future-focused GA Meeting agenda and create an environment to ensure a democratic, participatory and effective decision-making process at GA meetings. PrepCom is also responsible for ensuring GA Meetings are run in accordance with the Global Governance Regulations and GA Principles.

Main responsibilities: These include but are not limited to:

- Prioritizing proposals and motions according to a set of agreed criteria outlined in the Committee's Terms of Reference, to ensure they are within the remit of the GA
- Liaising and negotiating with entities about any proposals for motions that may need to be amended, merged or rejected
- Represent the PrepCom and its work at Regional Forum Meetings
- Develop a strategic and future-focused GA Meeting agenda
- Review sessions plans for the GA Meeting so that they encourage the active participation of all meeting participants
- Maintain oversight of chairs' capacity building at the GA Meeting

Competencies:

- Able to prioritize important topics of discussion without losing sight of the 'big picture' and balance competing needs and interests between global, regional and national level issues
- Experienced in facilitating large-group and multi-stakeholder conversations across cultures which are inclusive and participatory, while remaining neutral and impartial
- First-rate communicator. Able to listen and concisely summarize conversations using clear and simple language to diverse audiences and non-English speakers
- Strong leadership skills, able to motivate volunteers and staff and take clear decisions when needed
- Experience of understanding the complex dynamics of decision-making in an international organization
- Experience of capacity building in a non-profit organization
- Fluent command of English. The working language of PrepCom is English. Ability to work in other languages is also desirable, particularly French and Spanish.

[Click here](#) to see a more detailed role and person description.

INTERNATIONAL NOMINATIONS COMMITTEE

Nominations are invited for **THREE members of the International Nominations Committee (INC)**.

Term length: The INC is composed of five members elected by the Global Assembly. INC members will serve a two-year term with a maximum of three consecutive terms.

About the role: Collectively, the INC is responsible for finding and assessing qualified candidates for internationally elected positions in Amnesty International global governance bodies, striving for the appropriate composition of skills, competencies and diversity.

Main responsibilities: These include but are not limited to:

- Review the leadership needs of the organization by keeping up-to-date and fully informed about strategic issues facing the organization and the sector in which it operates
- Be responsible for identifying candidates to fill vacancies on Amnesty International's global governance bodies as and when they arise. In identifying suitable candidates, the Committee will:
 - a) Liaise with sections and use open advertising or the services of external advisers to facilitate searches
 - b) Seek to ensure strong representation across all measured diverse groups
 - c) Assess candidates against objective criteria and competencies that are made available to all applicants.
- Evaluate the balance of skills, knowledge, experience and diversity on Amnesty International's elected global governance bodies. In the light of these evaluations, provide role descriptions and specify the competencies and diversities needed for any particular role, including for co-optees
- Support succession planning strategies across all of Amnesty International's elected global governance bodies taking into account the challenges and opportunities facing the organization, and the range of skills and expertise that might be needed in the future
- Appoint representatives from the organization's international membership to participate in the Global Assembly and its meetings.

Competencies:

- Relevant and appropriate recruitment and/or human resource management expertise
- Successful track record of achievement throughout their career
- Experience of charity governance and working with, or as part of, a Board of Trustees
- Experience of working across cultures
- Strategic and forward-looking. Aware of emerging trends in the human rights or non-profit sector and able to demonstrate a global perspective
- Excellent communication skills and fluent command of English. The working language of the INC is English. Ability to work in other languages is also desirable, particularly French and Spanish.

[Click here](#) to see a more detailed role and person description.

APPENDIX 1: NOMINATION FORM FOR AN INTERNATIONALLY ELECTED POSITION

**Deadline for submitting nominations to committees@amnesty.org:
14 May 2021**

We want you to know about how we process your data. Please take a moment to read our [privacy policy](#).

When you complete a nomination either as a nominator or a nominee, any personal data you provide will be used solely for the purposes of progressing your nomination. You may contact us at any time regarding your personal data rights by emailing: committees@amnesty.org

CANDIDATE INFORMATION

Position nominated for: Click or tap here to enter text.

Nominating entity: Click or tap here to enter text.

Name: Click or tap here to enter text.

Address: Click or tap here to enter text.

E-mail: Click or tap here to enter text.

Phone: Click or tap here to enter text.

NOMINATION STATEMENT (provided by the nominating entity)

The purpose of this statement is to make it clear *why* a candidate is being nominated and *how* they meet the criteria outlined in the role and person specification for the position for which they are being nominated.

We encourage you to use the International Nominations Committee (INC) Skills Matrix to highlight the candidate's core competencies in relation to the gaps that have been identified for the relevant position. The rest of your statement should provide evidence to substantiate this.

Specifically, the INC would like to know:

- *What are the candidate's main competencies?*
- *What are their most recent (less than five years old) significant achievements?*
- *What is the governance track-record of the candidate and what impact did they have? (e.g. an example of how things improved and evidence of their contribution)*
- *What makes this candidate different from others in the same or a similar field?*

Nomination statement (max. 500 words)

Click or tap here to enter text.

- I confirm that the information provided in this application is true and correct to the best of my knowledge**
- I confirm that the nomination is supported by the Board of a nominating entity**
- I confirm that the nominating entity has checked the candidate's references**
- I confirm that the candidate is a member of Amnesty International**

CHAIR

Name: Click or tap here to enter text.

E-mail: Click or tap here to enter text.

Phone: Click or tap here to enter text.

NOMINATION INFORMATION (provided by the candidate)

The purpose of this section is to evaluate the balance of skills, knowledge, diversity and experience your candidacy will bring to the position you are being nominated for. Please complete the form as fully as possible and ensure you explain how you meet the criteria outlined in the role and person specification.

The INC will share this information with the electorate before the elections. Please see our Privacy Notice for more details on how your nominations data is collected, processed and used by us.

1. YOU IN THREE WORDS

Share with us three characteristics that best describe you.

- 1) [Click or tap here to enter text.](#)
- 2) [Click or tap here to enter text.](#)
- 3) [Click or tap here to enter text.](#)

2. YOUR INTEREST IN THE ROLE

Please tell us what motivated you to apply for this position and describe how your skills, knowledge and experience meet the requirements of the role (max. 300 words)

[Click or tap here to enter text.](#)

3. YOUR EXPERIENCE

- a) What is your profession? Please share a brief description of what you do and how your professional responsibilities and the skills you have developed would be useful for this position (max. 300 words)

[Click or tap here to enter text.](#)

- b) Relevant prior experience. Please provide details for each of your roles including dates, the name of the organization, your job title and responsibilities (max. 300 words)

[Click or tap here to enter text.](#)

- c) Other relevant work or volunteer experience (max. 300 words)

[Click or tap here to enter text.](#)

4. YOUR LEARNING PATH

Please provide a brief description of your skills, abilities and educational background that would add value to the role you are being nominated for.

- a) Skills and abilities (max. 300 words)

[Click or tap here to enter text.](#)

- b) Education and qualifications (max. 300 words)

[Click or tap here to enter text.](#)

- c) Training and continuous professional development (max. 200 words)

[Click or tap here to enter text.](#)

5. ADDITIONAL INFORMATION

Please provide details of any additional activities and/ or interests that relate to the role you are being nominated for. What did you contribute and what have you got out of them?

- a) Other activities and/ or interests (max. 300 words)

Click or tap here to enter text.

- b) Please list any professional organizations you may belong to relevant to this position (if any). Please provide full details including membership type and registration number for professional body membership (max 200 words)

Click or tap here to enter text.

6. PEOPLE WHO KNOW YOU

Please share with us the contact details of two people as your references – one of whom should be a professional reference. These people can be colleagues, or your current or former boss, people you volunteered with, or people from within Amnesty International or other organizations you are/were involved in. **Please seek permission from your referees before submitting their details to us.**

1. FIRST REFEREE // Contact details

Name: Click or tap here to enter text.

Email: Click or tap here to enter text.

Phone: Click or tap here to enter text.

Please state in what capacity you know or have worked with this person:

Click or tap here to enter text.

2. SECOND REFEREE // Contact details

Name: Click or tap here to enter text.

Email: Click or tap here to enter text.

Phone: Click or tap here to enter text.

Please state in what capacity you know or have worked with this person:

Click or tap here to enter text.

7. DIVERSITY INFORMATION (OPTIONAL)

Human rights are for everyone, and our work is strengthened when people with a diversity of identities, experiences, and backgrounds are part of it.

1. **COUNTRY** of residence

Click or tap here to enter text.

2. **REGION** of origin

- | | |
|---|---|
| <input type="checkbox"/> Africa (except North Africa) | <input type="checkbox"/> Europe |
| <input type="checkbox"/> Americas | <input type="checkbox"/> Middle East & North Africa |
| <input type="checkbox"/> Asia & the Pacific | |

3. **LANGUAGE.** What is your primary language? How many languages do you fluently speak, read and write?

Click or tap here to enter text.

4. **AGE RANGE**

- | | |
|---|--|
| <input type="checkbox"/> 25 years and below | <input type="checkbox"/> 56 – 65 years |
| <input type="checkbox"/> 26 – 35 years | <input type="checkbox"/> 66 – 75 years |
| <input type="checkbox"/> 36 – 45 years | <input type="checkbox"/> 76 – 85 years |
| <input type="checkbox"/> 46 – 55 years | <input type="checkbox"/> 86 and above |

5. **GENDER.** Please self-describe as suits you best

Click or tap here to enter text.

6. **OTHER DIVERSITY ***

Please tell us how you would contribute to the diversity of our elected leadership. Do you identify with any other form of diversity?¹

Click or tap here to enter text.

¹ Any data we collect from you will be processed according to the rules in the EU's General Data Protection Regulation and Amnesty International's Privacy Policy which you can access [here](#). If you have any comments, questions or concerns regarding the collection and use of your personal data, please feel free to contact: committees@amnesty.org